POSITION DESCRIPTION

Position title: U22 Oceania North / South Island Coach

Reports to: Athlete Development Manager

Location: Regional based

Key dates:

- Trials (Karāpiro): Dates TBC
- Campaign camps: Regional camps organised by team coaches.
- Competition: Victoria Australia - TBC

ROWING NEW ZEALAND OVERVIEW

Rowing New Zealand (RNZ) is the national sport organisation (NSO) for all rowing in New Zealand. RNZ has a kaitiaki responsibility for the sport as well as supporting the delivery of quality experiences for all participants through the pathway at Community (Schools, Clubs, Universities), Development (pathways for athletes and coaches) and Performance (international campaigns including World Championships and Olympic Games) levels.

RNZ's key purpose is to foster and promote the sport of rowing in New Zealand in all its forms and classifications through:

- Growth in participation and membership
- Delivery of more role models for New Zealand and Rowing
- A strong, healthy, and sustainable organisation
- Continued medal success internationally.

ORGANISATIONAL VALUES

CONTINUAL IMPROVEMENT - we seek to be better

- We are curious and open minded, combining our strong work ethic with innovation to make our organisation a great place to work
- We learn from our mistakes and embrace pressure as a privilege.

ACCOUNTABILITY – own our own outcome

- We act with integrity and take responsibility while holding each other to our standards.

TRUST TOGETHER - we are one team

- We achieve when we are aligned, inclusive and respectful
- We maintain transparency and fairness through communication across the organisation
- One person's success is everybody's success.

CARE - we are supportive

- We show empathy and understanding for other people in our team
- We respect our peers by valuing their opinions and role
- We converse honestly and kindly. We care about people first.

HONOUR - we are proud to be part of history

- We respect New Zealand's rowing history
- We are humble as we strive to inspire the next generation and our country.

KEY PURPOSE OF THIS ROLE

The U22 Coach is responsible for leading and managing a regional team of U22 athletes, enabling them to continue their rowing development while staying in their current location and balancing university or work commitments. The coach will foster a high-performance environment, bringing together like-minded athletes to train, connect, and progress toward U23-level rowing, culminating in competition at the Oceania Championships in Australia.

As a U22 Coach you will:

- Lead and manage the training and development of a regional U22 team
- Collaborate with athletes' home coaches to ensure continuity and progression
- Deliver hands-on coaching locally and during camps
- Foster a high-performance culture and prepare athletes for Oceania championships and beyond
- Support athletes holistically, considering their academic, work, and personal commitments
- Liaise with Rowing Australia around the event, including attending regatta meetings and coordinating travel, meals, and boat hire

KEY FUNCTIONS OF THE ROLE

Athlete Development

- Communicate clearly and regularly with rowers in your team, including those that are training remotely.
- Utilise CrewLab to monitor training and create training motivation across the squad.
- Understand and cater to the level of athlete as outlined in the pathway plan.
- Monitor and support athlete individual development plans.
- Organise regional training camps and facilitate team connection.
- Engage athletes effectively between camps and maintain momentum.

Performance Focus

- Select crew combinations and develop crews capable of a podium performance at the Oceania Regatta.
- Demonstrate progression against RNZ Picture of Performance attributes from trials to regatta, specifically boat movement capabilities and consistency, and physical capabilities.
- Instil high-performance behaviours and team culture.
- Have read and understand the Rowing NZ development guidelines to support successful transitions to U23 and World University teams.
- Communicate with Rowing NZ around any athlete concerns and selection decisions.

Programme Leadership

- Liaise with Rowing Australia regarding regatta logistics
- Lead the U22 campaign across training, travel, athlete wellbeing, communication, and resource management, working constructively with fellow coaches, managers, and Rowing NZ staff.
- Foster a team environment that supports athlete engagement and development between camps
- Stay connected with team through regular phone calls and check in to support their remote training and progression.
- Ensure athletes are progressing toward U23-level standards through structured planning and support
- Promote a culture of shared learning and open communication within the coaching team
- Commit to ongoing professional development and apply best practices to improve athlete outcomes
- Take initiative in personal growth as a coach—professionally, technically, and in performance

PERSON SPECIFICATIONS

Work Experience:

- Proven success coaching club, university, or school rowing programmes.
- Experience leading teams and developing athletes to higher levels.
- Strong team dynamics and collaboration within coaching environments.
- Prior experience in coaching a NZ national representative team or regional team preferred but not required

Knowledge, Skills and Competencies:

- Effective communicator with the ability to build strong relationships across athletes, coaches, and support staff
- Organised and capable of coordinating and delivering development-level programmes
- Able to engage and support athletes remotely and in person
- Clear understanding of athlete development across all stages of the RNZ pathway, including physical, technical, holistic, and self-leadership needs
- Proven ability to plan ahead and align coaching with long-term athlete goals
- Comfortable working within an interdisciplinary team to achieve athlete and programme outcomes
- Solution-oriented, with the ability to problem-solve, adapt, and manage challenges as they arise
- Values collaboration and the expertise of others when forming plans or making decisions
- Actively committed to personal and professional development, with recent examples of learning and applying new skills

KEY RELATIONSHIPS

- Rowing NZ: Athlete Development Lead, Coach Development Manager, Domestic Pathway Lead
- Rowing Australia and Queensland Rowing
- NZ Regional associations and local clubs and universities